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Job Profile

Hygienic Engineering Specialist Food Manufacturing Technologies Department

For enquiries concerning this job, please contact:

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Campden BRI provides scientific, technical, and legislative support to the food, drinks and allied industries worldwide. The practical application of technical excellence lies at the heart of all that we do and is supported by our industry-leading facilities, expertise and knowledge.

From analysis and testing and operational support to knowledge management, all our activities are built on an extensive programme of research and innovation steered by industry to ensure maximum commercial relevance.

We provide services to companies all along the supply chain, but offer discounts, access to expert advice and other benefits for those that come into membership. Many of our clients are major blue chip companies and household names.

Locations

The Campden BRI Group operates from two sites in the UK and a third in Hungary. The role as advertised will be based at the Chipping Campden site but could require from time to time travel to other Group sites.

The site in Chipping Campden employs 300 full or part-time staff. A further 50 staff are employed at the site at Nutfield, Surrey and 30 staff are employed at our site in Budapest, Hungary.

FMT Department

The work of the Department is firmly rooted in the application of sound science, technology and engineering principles to the solution of food industry problems.

The route to delivering this is through a blend of longer term research activities and short term contract support for companies. In addition there is a significant training and knowledge transfer activity aimed at facilitating the application of best practice within the food manufacturing sector. The balance of long and short term work across the Department is split approximately 50:50.

Facilities within the Department are expanding to meet the demands of the client base with extensive process and analytical laboratories. The extension of these facilities is a measure of the recent growth and expansion of this key area.

The Department has traditional pilot plant facilities to enable most types of food process to be undertaken. In addition there are facilities for novel technologies such as high pressure processing, pulse light treatment of foods and power ultrasound.

Innovative Process Technologies Section

The Section is one of a number within the Food Manufacturing Technologies Department. The main areas of focus for the section are consultancy, training and research for novel processing, packaging and factory hygiene. We are looking to enhance further, our support for equipment suppliers to the food industry, and our support for plant engineers that are looking to improve the hygienic performance of equipment and facilities. The ideal candidate has to have a strong knowledge of hygienic engineering as it pertains to equipment, buildings and services for food production. In addition, they need to be comfortable building business relationships and developing new business.

Duties and Responsibilities:

- Design, deliver and sell hygienic engineering-and-infrastructure related services including consultancy and training (40%)
- Planning and technical delivery of projects with minimal oversight. Ability to plan and manage your own time and that of your direct reports to meet deadlines is essential. Work will be on a blend of contract, training and research projects (30%).
- Interpretation of results, preparation of client reports, review of work from direct reports to achieve agreed standards (10%).
- Responding to direct technical enquiries using own expertise and information retrieved from relevant sources (10%)
- Development and implementation of business development strategies in discussion with the section manager to stimulate contracts, training and research in the area of hygienic engineering-and-infrastructure (10%)

Qualifications and Competencies

- Effective project management skills from recent experience.
- An experienced graduate or equivalent (e.g. through significant experience) in a relevant engineering subject, with detailed engineering-related experience on topics such as hygienic engineering, factory lay-out and hygienic materials of construction.
- A post graduate qualification would be an advantage but it not an essential requirement if the candidate has significant technical experience
- Significant technical knowledge and established network in the field of hygienic engineering-and-infrastructure.
- Good verbal and communication skills to form good business relationship and to develop new business
- Effective time management skills relating to effective delivery and business practices
- Generally IT literate
- Can-do, enterprising and driven.
- Skilled at developing new ideas and bringing them to fruition in a friendly but challenging environment.
- Full UK/EU driving licence and be eligible to work and travel freely within the EU.

Key Tasks and Responsibilities**1. Communications**

- External and internal communications on the phone, via email and via face to face meetings to impart technical and commercial detail to both specialist and non specialist audiences
- Interactions with clients to build sound relationships and to manage their expectations through good questioning techniques to establish their requirements and needs.
- Undertaking appropriate technical/auditing investigations to aid problem solving.
- Written communications in the form of reports and documents
- Making presentations to internal and external audiences in-line with areas of expertise and competencies.
- Design, management and delivery of training courses including practical demonstrations, role plays and presentations.
- Designing, developing and contributing to collaborative projects with other

departments.

- Exploring opportunities for internal and external collaboration leading to strategic R&D proposals with support from the line manager.
- Day-to-day communication with direct line manager and direct reports

2. Analytical Skills & Creativity

- Able to analyse complex data sets and other sources of information to draw conclusions
- Devise and implement working practices to enable provision of efficient flexible technically sound and profitable services
- Contribute innovative approaches to experimental design and project planning activities
- Ability to deliver on a spectrum of project types, of increased complexity, from longer term research to shorter term projects
- Prepare quotes and tenders for client projects – containing technical and resource management aspects.
- Adopting a 'can do' approach to resolving project related issues that arise to meet the client expectations.
- Contribute ideas and topics for consideration for future research, topics for seminars/conferences/training courses.

3. Management of Activities

- Communicate effectively within the Department, the wider business and externally to clients so as to deliver collaborative projects.
- Developing new business opportunities, leading to proposals in existing and new areas to meet challenging growth targets agreed with the line manager
- Effective collaboration with colleagues in the team to ensure a smooth delivery of services
- Planning and scheduling of work to meet a blend of short and long term deadlines.
- Ability to work on more than one project at a time over a flexible period.
Plan and undertake practical delivery of both contract and research projects. This is likely to involve leadership of technical work packages within larger programmes

4. Management of People

Section manager - Job Holder – direct report(s)

- 1-2 direct reports, expected to increase in-line with success developing new business. Also expected to work as part of a multidisciplinary team
- Proactive in ongoing self-performance improvement and development

5. Management of Finance & Resources

- Responsible for delivery (and oversight of team) for financial management and technical approaches to practical work in accordance with line management budgetary requirements and constraints
- Responsible for managing multiple projects, short and longer term (total indicative value of up to £500K/year once growth plans are realised)
- Ability to balance day to day activities to meet both short and longer term objectives
- Take responsibility for planning and project management of projects of increasing complexity.

6. Autonomy & Accountability

- Working under minimal supervision of the line manager, expected to autonomously drive new business development and achieve a growth in-line with targets of 10% year-on-year
- Take ownership for the quality and accuracy of own work, including highlighting and reporting non conforming work or other technical problems (equipment or method)
- Take responsibility for the planning and delivery of a spectrum of sizes of projects
- Be responsible for communication of results and their implications to clients.
- Ensure that the quality of work of direct reports is at agreed business performance levels

7. Working Environment

- Primarily based at Campden BRI (Chipping Campden site) but with likely requirement for fairly significant travel in the UK as well as abroad for business development purposes as well as to conduct trials and consultancy in factories. Some of these trips will involve overnight stays.
- Wearing of PPE for some tasks will be required

Pay and Benefits

Salary:	£30,920 - £40,000
Grade:	G4
Holidays:	25 days rising on length of service, plus public holidays
Pension Scheme:	Campden BRI operates a pension scheme
Training:	Campden BRI is committed to ensure all staff receives appropriate training to support their job function and business needs.
Health:	All employees are entitled to receive half of their costs towards the company approved private medical insurance scheme . Campden BRI also operates a ' permanent health scheme ' if you are unable to continue work for health reasons, and a ' death in service ' scheme
Others:	Other benefits include subsidised restaurant on site and the use of a subsidised on-site day nursery facility for pre-school children.

Further Information

If further information is required, please visit our website www.campdenbri.co.uk